

ENROLLED NURSE APPRAISAL



Name and contact details	
Position and APC Number	
Practice Area	
Line Manager name and position	
Date of review	

Section 1: Reflection and review

- Review your practice against the Nursing Council of New Zealand enrolled nurse standards of competence. Provide one specific example from your everyday nursing practice to demonstrate how you meet each standard of competence (pou). Each pou includes an explanation and a set of descriptors that reflect what competent nursing practice looks like in relation to that pou. In each Self-Assessment, reflect on your current practice and provide a meaningful example that demonstrates how you meet the pou. You are not required to provide evidence against each descriptor; however, the descriptors will provide guidance to the breadth of evidence required for each pou for each level of practice. Read the information provided for each pou and add self-assessment evidence.
- Reflect on your professional development.
- Reflect on your goals from last year.

Section 2: Plan for the year ahead

- Set goals

Section 3: Completion

- Comment on your performance and development over the past year
- Final sign off

Use of artificial intelligence (AI)

You are required to use actual examples from your practice. Self-reflection provides evidence that AI cannot replace. Signing this form is declaring that the evidence you have provided relates to your own nursing practice, is true, correct, and authentic, and has not been generated by AI.*

*Nursing Council of New Zealand (April 2025). Recertification audit. Guidance for enrolled and registered nurses.

Section 1: Reflection on NCNZ Standards of competence for enrolled nurses (Feb 2025).

<p>Pou one: Māori Health</p> <p>Reflecting a commitment to Māori Health, enrolled nurses support, respect and protect Māori rights while advocating for equitable and positive health outcomes. Nurses are also required to demonstrate kawa whakaruruhau by addressing power imbalances and working collaboratively with Māori.</p>
<p><i>The descriptors below identify the requirements for enrolled nurses working in partnership with Māori.</i></p> <p><i>1.1 Engages in ongoing professional development related to Māori health and the relevance of Te Tiriti o Waitangi articles and principles.</i></p> <p><i>1.2 Advocates for health equity for Māori in all situations and contexts.</i></p> <p><i>1.3 Understands the impact of social determinates, such as colonisation, on health and wellbeing.</i></p> <p><i>Uses te reo and incorporates tikanga Māori into practice where appropriate</i></p>
<p>Self-assessment: Provide an example that evidences your practice against the pou. Include <u>those relevant descriptors</u> which reflect your current practice.</p>
<p>Line manager: provide evidence or verifying statement</p>

Pou two: Cultural safety

Cultural safety in nursing practice ensures that enrolled nurses provide culturally safe care that is inclusive, responsive and equitable. This requires nurses to reflect on their practice and understand their cultural identity and the power imbalances between the nurse and the recipient of care.

The descriptors below identify the requirements to ensure culturally safe nursing practice.

- 2.1 *Practises culturally safe care which is determined by the recipient.*
- 2.2 *Challenges racism and discrimination in the delivery of nursing and health care.*
- 2.3 *Engages in partnership with individuals, whānau and communities for the provision of health care.*
- 2.4 *Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health to provide care.*
- 2.5 *Contributes to a collaborative team culture which respects diversity, including intersectional identities, and protects cultural identity by acknowledging differing worldviews, values and practices.*

Self-assessment: *Provide an example that evidences your practice against the pou. Include those relevant descriptors which reflect your current practice.*

Line manager: provide evidence or verifying statement

Pou three: Whanaungatanga, partnership and communication

A commitment to whanaungatanga, partnership and communication requires enrolled nurses to work in partnership, using a range of communication techniques, to work effectively with individuals, whānau, communities and the interprofessional healthcare team.

The descriptors below identify the requirements for effective communication and working with the wider healthcare team.

- 3.1 Uses a range of communication techniques to establish, maintain, and conclude professional and/or therapeutic relationships with individuals, whānau and the healthcare team.*
- 3.2 Uses appropriate digital and online communication.*
- 3.3 Demonstrates understanding of when to seek guidance and assistance from the healthcare team to inform decision-making and the provision of care.*
- 3.4 Demonstrates leadership including direction and coordination of care, as appropriate.*
- 3.5 Identifies, assesses and responds to emerging risks and challenging situations and escalates appropriately.*

Self-assessment: Provide an example that evidences your practice against the pou. Include those relevant descriptors which reflect your current practice.

Line manager: provide evidence or verifying statement

Pou four: Pūkengatanga and knowledge-informed practice

Pūkengatanga and knowledge-informed practice requires enrolled nurses to use clinical knowledge and expertise to undertake a nursing assessment, inform clinical decision-making, and provide safe care to individuals, whānau and communities. Enrolled nurses integrate clinical and cultural expertise and acknowledge people’s unique and diverse values and circumstances.

The descriptors below identify the requirements for the enrolled nurse to demonstrate safe quality care.

- 4.1 Promotes health behaviours and provides health education to support people achieve their health and wellness goals.*
- 4.2 Undertakes a nursing assessment incorporating scientific and nursing knowledge and, where appropriate, initiates and documents a plan of care in collaboration with the healthcare team.*
- 4.3 Applies nursing knowledge to identify and assess when a person’s condition has deteriorated or improved, escalating any findings.*
- 4.4 Demonstrates digital health literacy and capability to support individuals, whānau and communities to use technology for managing health concerns and promoting wellbeing.*
- 4.5 Demonstrates safe and competent administration of medicines in accordance with policies and best practice guidelines.*
- 4.6 Ensures individuals and whānau have adequate explanation of the effects, consequences and alternatives to proposed treatment options. Refers to the interprofessional team as required.*
- 4.7 Understands and works within the limits of their expertise and seeks guidance to ensure safe practice.*
- 4.8 Applies infection prevention and control principles in accordance with policies and best practice guidelines.*
- 4.9 Understands the impact of healthcare provision on global and local resources, demonstrates and supports the constant assessment and improvement of sustainability practices.*

Self-assessment: Provide an example that evidences your practice against the pou. Include those relevant descriptors which reflect your current practice.

Line manager: provide evidence or verifying statement

Pou five: Mana hautū, professional accountability and responsibility

Mana hautū, professional accountability and responsibility in nursing practice, requires enrolled nurses to provide care within professional, ethical and legal boundaries to ensure safe quality nursing practice that upholds people's rights, confidentiality, dignity.

The descriptors below identify the requirements for enrolled nurses to demonstrate accountability and responsibility for their nursing practice

- 5.1 Works within professional, legal and ethical boundaries, and accepts responsibility for decision-making and actions in accordance with level of assessed competence.*
- 5.2 Demonstrates understanding of professional responsibilities and adheres to the Nursing Council of New Zealand Code of Conduct and relevant organisational policies and procedures.*
- 5.3 Ensures documentation is legible, relevant, accurate, professional and timely.*
- 5.4 Identifies and responds appropriately to risk impacting the health, safety and wellbeing of self and others and affect the ability to practise safely.*
- 5.5 Reflects on own practice and engages in ongoing professional development and learning to meet continuing competence requirements.*
- 5.6 Promotes an environment of safety and participates in continuous quality improvement activities.*
- 5.7 Is an effective role model, preceptor and mentor as appropriate.*

Self-assessment: Provide an example that evidences your practice against the pou. Include those relevant descriptors which reflect your current practice.

Line manager: provide evidence or verifying statement

Section 1 continued: Reflection and review

<p>Reflect and review on last year's goals: What do you feel most proud of over the last year?</p> <p>Could anything have been improved?</p>	
<p>How have your professional development activities from this last year influenced your practice?</p>	<p>Managers observation</p>
<p>Confirmation of practice and professional development hours (attach evidence for your manager)</p> <p>Hours of practice over past three years:</p> <p>Hours of professional development attended over the past three years:</p>	<p>Verified by manager:</p>

Section 2: Goal Setting

Performance Objectives for the next 12 months

To be completed by the staff member in consultation with the line manager. Areas of your role that goals may be developed from may include (but not limited to): Professional, Service and Quality, Role Specific, Special interest

Area of your role for development	Goals/Objectives	Line manager role in support of goals and objectives	Outcomes and timeframes

Section3: Completion

Thoughts on your performance and development over the past year. What are your aspirations for the future?
Managers thoughts on your performance and development over the past year

	Details (name, phone number and e-mail)	Signature	Date
Employee:			
Line manager:			